



Myths about Continuing Education

- Myth #1** **Continuing Education is a separate, non-Academic Affairs program**
- Reality** Continuing Education is an integral part of Academic Affairs whose primary mission is to support state-side Academic Affairs program goals through the flexibility of self-support funding.
- Myth #2** **Continuing Education is a for-profit organization that operates for its own gain.**
- Reality** Continuing Education is a not-for-profit (albeit self-supporting), organization that reinvests its earnings into the University to advance larger institutional goals; reimburses the General Fund for services; and allocates various percentages of revenues to Academic Affairs units.
- Myth #3** **Because Continuing Education is self-supporting, it lives by its own rules.**
- Reality** CE is governed by the same Titles, Education Codes, and Executive Orders as the rest of the University. CE employees are state employees subject to same salaries, evaluations, pay increases, etc. as state-support employees.
- Myth #4** **Continuing Education is not a “profession-based” organization.**
- Reality** In the same way that colleges and departments recruit discipline or profession specific faculty and employees, CE seeks to hire administrative professionals who come out of the field/practice/profession of Adult and Extended Education (or related) and are “degreed” or trained in that area.
- Myth #5** **Continuing Education ignores CSUEB faculty for teaching opportunities and hires mostly outside consultants.**
- Reality** While many of our noncredit instructors are drawn from outside the University---often because we don’t have an instructional “match” for many of our career and workforce programs within the institution---dozens of CSUEB faculty teach in our specialized certificate and professional programs, or offer consulting and professional services. Additionally many current and emeriti faculty teach courses for the Osher Lifelong Learning Institute.
- There is an open invitation to CSUEB faculty to contact CE with ideas and course proposals.
- Myth #6** **Continuing Education cannot pay faculty enough to make teaching for CE worthwhile.**
- Reality** That depends! For many noncredit programs, the cost of program development and instruction can be built into the program budget at the level required by the faculty member. For credit programs, faculty salaries are determined via CFA Unit 3 self-support salary schedules, which recently received significant enhancements. Current self-support salaries are seen by many faculty as welcomed supplemental income. (All CE teaching activity is subject to the 125% overload rule.)

- Myth #7** **Faculty should not admit Open University students to their classes because there's no financial benefit.**
- Reality** While the CSU Open University program does not allow for a return of revenues generated from Open University to go directly to the instructor, it does provide for an allocation of revenues to the appropriate colleges to be used as discretionary operating (equipment, faculty travel, et al.)
- Myth #8** **Degree credit programs and activities offered via Continuing Education draw away from or dilute campus FTEs.**
- Reality** In accordance with Title V, Education Code, and Executive Order, degree-level activity offered via self-support cannot supplant the regular academic state-supported academic offerings of the institution. All courses offered under Special Session must meet the following criteria:
- a) lack of state appropriated funds available to run the program; and
 - b) program is designed primarily for career enrichment or retraining; OR the location of the course or program is significantly removed from the permanent, state-supported campus facilities, OR the client group for the courses or program receives education or other services at a cost beyond what could be reasonably provided under state support model.
- Myth #9** **Continuing Education operates “on the fringe” or “in the margin” with limited attention to program quality.**
- Reality** All for-credit programs are subject to the review and approval of the corresponding academic college before they're offered, and require the same rigor and prerequisites as those offered on state-support. Many certificate programs are developed with the assistance of CSUEB faculty or a profession-based advisory council, and several program are approved by state or national accrediting bodies (e.g., the Paralegal Studies program is regularly reviewed by the American Bar Association).
- Myth #10** **Continuing Education “owns” its programs.**
- Reality** All for-credit programs are currently “owned” by the corresponding college, if there is one. CE is strictly a vehicle for delivering college-based programs on a self-supporting basis and has no degree programs for its own at this point.